

# Managing In Montana

**Presented by Jim Nys  
of Personnel Plus! Consulting Services  
Sponsored by the Bitterroot JSEC**

**February 23rd at the Marcus Daly Memorial Hospital  
in Hamilton, MT**

**This is a full day seminar starting at 8:00 am and running to 4:30 pm**

**Fees: \$65 per person**  
(Price includes lunch)

## **KNOW YOUR RIGHTS AND RESPONSIBILITIES AS A MONTANA EMPLOYER.**

- \*Wage and Hour Law in Montana
- \*Non-discretionary Time Off  
(maternity, military, jury-duty, and  
other required leaves)
- \*Harassment and Discrimination
- \*Polygraph, Drug and Alcohol Testing  
and Background Investigations
- \*Records Retention Requirements
- \*Independent Contractors (how you can  
and cannot use them)
- \*Avoiding Wrongful Discharge
- \*MT laws which differ from federal or other  
state laws
- \*Round table discussion to follow featuring  
YOUR issues

### Instructor Information

**James A. Nys** has been the Chief Human Resource Management Consultant for Personnel Plus! since 1987. He holds a Master's degree in Public Administration from the University of Montana and the Professional in Human Resources (PHR) designation from the Society for Human Resource Management (SHRM).



## **TO REGISTER**

Go to [www.personnel.plus.com](http://www.personnel.plus.com)  
or contact Jennifer at

406-443-7787 or [jennifer@personnel-plus.com](mailto:jennifer@personnel-plus.com)



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